

Old Age, Disability, Death

First and current law: 1958.

Type of program: Provident fund system (lump-sum benefits only).

Exchange rate: U.S.\$1.00 equals 67.88 rupees.

Coverage

Employed persons. Exclusions: Family labor and employees under approved private provident funds. Special pension system for public employees and local government employees.

Source of Funds

Insured person: 8% of earnings (may be increased voluntarily).

Employer: 12% of payroll.

Government: None.

Qualifying Conditions

Old-age grant: Age 55 (men) or 50 (women). Retirement from covered employment. (Payable at any age upon permanent departure from country.) Early retirement due to corporation being closed by the government or marriage of female employee.

Disability grant: Permanent and total incapacity for work.

Survivor grant: Death prior to retirement.

Old-Age Benefits

Old-age grant: Lump sum equal to total employee and employer contributions since 1958, plus interest.

Permanent Disability Benefits

Disability grant: Lump sum equal to total employee and employer contributions since 1958, plus interest.

Survivor Benefits

Survivor grant: Lump sum equal to total employee and employer contributions on behalf of deceased since 1958, plus interest. Payable to nominated beneficiary or legal heir.

Administrative Organization

Ministry of Labor, general supervision. Department of Labor in Ministry, administration of program through its district offices. Central Bank of Sri Lanka, custody and investment of Employees' Provident Fund into which contributions paid, and payment of grants certified by Commissioner of Labor.

Sickness and Maternity

Medical care available free of charge in government health centers and hospitals. Plantations have their own dispensaries and maternity wards and must provide medical care for own employees.

Sickness and Maternity Benefits

Women employed in the plantation sector and certain wage and salary earners are entitled to 84 days of maternity leave before or after confinement for the first 2 confinements, and 42 days for subsequent confinements.

Women employed in factories get 12 weeks (72 days) paid maternity leave for the first 2 confinements, and 6 weeks (36 days) paid leave for subsequent confinements. Employed women covered under Shop

and Office Act get 84 days paid maternity leave for the first 2 confinements and 42 days paid leave for subsequent confinements.

Administrative Organization

Department of Labor.

Work Injury

First law: 1934.

Current law: 1990.

Type of program: Employer liability/voluntary insurance with Insurance Corporation of Sri Lanka, National Insurance Corporation, and other insurance companies.

Coverage

All workers. Exclusions: Members of police and armed forces.

Source of Funds

Insured person: None.

Employer: Whole cost, through direct provision of benefits or insurance premiums. Premiums range from 1% to 7.5% of payroll, according to risk.

Government: Cost of medical care.

Qualifying Conditions

Work-injury benefits: Minimum qualifying period of 3 days in case of temporary disability.

Temporary Disability Benefits

Temporary disability benefit: 50% of wages after 3-day waiting period, for up to 5 years. Maximum benefit: 5,000 rupees per month.

Permanent Disability Benefits

Permanent disability grant: Minimum: 21,168 rupees.

Maximum: 250,000 rupees.

Partial disability: Lump sum ranging from 30% to 100% of compensation.

Workers' Medical Benefits

Medical benefits: Provided in government hospitals free of charge.

Survivor Benefits

Survivor grant: Lump sum of about 2 to 5 years' wages of deceased, varying inversely according to wage class, distributed among dependent relatives.

Minimum: 19,404 rupees. Maximum: 250,000 rupees.

Administrative Organization

Ministry of Labor and Vocational Training, general supervision. Department of Workmens' Compensation, administration of law.

Unemployment

Type of program: Social assistance system (see Family Allowances, below).

Family Allowances

First law: 1990.

Current law: 1995.

Program to be implemented in stages.

Source of Funds

Insured person: None.

Employer: None.

Government: Total cost.

Qualifying Conditions

Family allowances: Family earnings below 1,000 rupees per month.

Family Allowance Benefits

Family allowances: 500 rupees per month.

Administrative Organization

Ministry of Samurdhi, Youth Affairs and Sports.

Commissioner of Poor Relief.